Colorado business leaders told the 2013 Colorado legislature:

“BE EMPLOYER FRIENDLY AND WE’LL CREATE JOBS.”

6 New Laws That Help Business

TOP 6 Job-Killing Proposals Averted Through Advocacy

The WORST New Colorado Laws Passed

“The notion of removing all industry representation from the Colorado Oil & Gas Conservation Commission would have led to misinformed and completely unbalanced energy policy in Colorado. CACI’s broad-based business leadership was important in stopping HB 1269.”

—John Jacus, Chair, CACI Energy & Environment Council, Davis Graham and Stubbs LLC
6 NEW LAWS THAT HELP COLORADO COMPETE AND SUCCEED

HB 1165 MANUFACTURING CAREER PATHWAY
Requires the State Board for Community Colleges and Occupational Education to collaborate with the Colorado Department of Higher Education, the Colorado Department of Education and the Colorado Department of Labor and Employment, to design a career pathway for students seeking employment in manufacturing beginning with the 2014-15 academic year.

HB 1001 ADVANCED INDUSTRIES
A grant program run by the Colorado Office of Economic Development and International Trade will provide grants to support growth of businesses in seven specific industries: advanced manufacturing, aerospace, bioscience, electronics, energy and natural resources, infrastructure engineering, and information technology.

SB 147 WORKERS COMP LIABILITY
The bill clarifies that an employer is not liable for a worker’s comp claim when a lessee, sublessee, contractor, or subcontractor, or their employee, is injured while not on the employer’s premises.

HB 1265 BUSINESS FACILITY TAX CREDIT IN ENTERPRISE ZONES
Replaces the current six-step process with a simpler application process for taxpayers to receive the New Business Facility (enterprise zone) tax credit.

HB 1287 JOB GROWTH INCENTIVES
Encourages hiring by extending the Colorado job growth incentive tax credit by an additional five income tax years, through 2019.

HB 1288 UNIFORM SALES & USE TAX
Begins to address Colorado’s complex sales tax system by requiring the Department of Revenue to prepare a report by December 31, 2013, for the General Assembly, which would determine how a uniform sales tax base can be revenue neutral for the state and local taxing jurisdictions, and recommend to the General Assembly how to establish a uniform sales tax base.
**Top 6 Bad-for-Business Bills Killed or Improved through Effective Advocacy**

**HB 1222 Expansion of Family Medical Leave Act (FMLA)**

*Would have:* expanded the FMLA to people in an undefined “committed relationship.” *As negotiated:* CACI worked to tighten language. Now requires the employee to submit reasonable documentation of the family relationship; requires medical certification of the health condition; clarifies that the leave is only applicable for a total of 12 weeks; narrows the expanded leave to an employee’s partner in a civil union or domestic partnership. The bill remains in significant conflict with Federal law such that two 12-week leaves can now be taken vs. one.

**HB 1304 UI Benefits During a Lockout**

*Would have:* provided Unemployment Insurance (UI) benefits to unionized workers who are locked-out during a labor dispute by an employer who is part of a multi-employer bargaining unit with the union. CACI’s primary concern with this bill was that it would cost all employers across the state millions of dollars in increased UI premiums. **KILLED**

**HB 1227 Wage Theft**

*Would have:* created a felony crime of “wage theft” and broadly defined those responsible to include “the person, or an entity under the person’s financial control, under a duty to pay wages or compensation.” While attempting to punish a relatively few despicable operators, the bill would have impacted all employers by creating an imbalance in the award of attorney’s fees favoring the plaintiff. **KILLED**

**SB 18 Use of Credit Reports in Hiring**

*Would have:* severely restricted employers’ use of credit histories when assessing job applicants or workers and invited related lawsuits. *As negotiated:* ensures that employers can continue to conduct an employment-credit check and eliminates the ability of individuals to bring lawsuits against employers rather than resolve issues via the Colorado Department of Labor and Employment.

**HB 1142 Enterprise Zone Act Reforms**

*Would have:* virtually killed Enterprise Zones. *As negotiated:* lowers the cap on the investment tax credit to $750,000 per year and stretches out the period over which the credit can be taken from 12 years in the bill to 14 years. Companies may appeal for a credit in excess of the $750,000 to the Colorado Economic Development Commission.

**HB 1269 Colorado Oil & Gas Conservation Commission (COGCC)**

*Would have:* changed the mission of the COGCC and eventually eliminated all energy-industry representation from the Commission. **KILLED**

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“I feel that my input on the Enterprise Zone Reform task force helped shape Colorado policy. CACI and its partners did a great job involving me and then standing up for a reasonable outcome that was at risk until the very end when HB 1142 was passed.”

— Leland Lorentzen, Golden Aluminum

“This bill is pandering to trial lawyers at the expense of Colorado’s small business employers.”

— Chuck Berry, CACI President

“The renewable-energy mandate threatens jobs in rural Colorado communities.”

— Senator Ellen Roberts, R-Durango
CACI Champions
a Healthy Colorado Business Climate!

The Voice of Colorado Business
CACI LOBBIED 40 KEY BILLS
RESULTS INSIDE

“When Government passes laws that cost us money, we can’t just absorb it - it impacts what we can pay.”
— Tom McNamara, Foam Fabricators

“I’m glad I attended a CACI Council meeting. My family and I talk about how issues like unemployment and workers comp impact employers, and now I have a much better idea of how the policy-making process works. As busy as we are, business owners need to engage.”
— Susan Cirocki, Arrow Sheet Metal Products Co.